



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Equality Outcomes and Mainstreaming Report 2023-2025

Step 2

Is this only a **screening** Equality Impact Assessment No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

- | | |
|---|----|
| (i) It does not impact on people | No |
| (ii) It is for information only | No |
| (iii) It is reflective e.g. of budget spend over a financial year | No |
| (iv) It is technical | No |

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment	Yes
Is this a Fairer Scotland Duty Assessment	Yes

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i) Lead Directorate/Service: HR, Digital Enablement, IT & Business Support

(ii) Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Yes. Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 there is a legal requirement in 2023 to publish an update of the equalities mainstreaming report; report on progress with the council's equality outcomes and publish them; gather, use and publish employee monitoring information; and publish gender pay gap information.

Failure to produce and publish these documents would be in breach of the legislation.

(iii) What is the aim of the proposal? Please give full details.

To update our Equalities Mainstreaming Report and employee monitoring data, and report on our Equality Outcomes, taking cognisance of the inequalities exacerbated by the Covid 19 pandemic.

(iv) Is it a new proposal? Yes, for 2023, however it updates the 2021 Mainstreaming Report, provides up-to-date employee monitoring data, and reports progress on our set of Equality Outcomes.

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes, as explained above.

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	Yes
Job Applicants	Yes
Service users	Yes
Members of the public	Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Equality monitoring data for staff and job applicants

Pay gaps information for our staff

Relevant performance information for LGBF

Many of the Equality Outcomes are closely aligned with the council's Local Outcomes Improvement Plan, and priorities in the Council Plan (2019-2024), and makes use of the local data in these plans and subsequent updates.

Data from schools is used regarding attainment, anti-bullying etc. Data on the uptake of benefits, housing, scams, young carers, the workforce, and so on is detailed in the Equality Outcomes.

Internal consultation (e.g. with staff, trade unions and any other services affected).

Information collated through staff engagement events, surveys on HIVE, and consultation with trade unions.

Members of the corporate equalities group's short life working group, specifically tasked to be involved.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

A range of external data has been used:

Fairer Scotland (2020)

Partnership data i.e. recent local data, e.g. for violence against women and girls, hate incidents etc.

National statistical data such as the Equality Evidence Finder and the Scottish Index of Multiple Deprivation

Benchmarking with other local authorities, and the Scottish Councils' Equality Network (SCEN)

Data reported in various reports, such as research undertaken by Scottish Women's Aid and Close the Gap

Covid 19 information from the Scottish Government and the Equality & Human Rights Commission

Census data is utilised to a certain extent but is less valuable now due to the date collected (2011)

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

Equality groups such as the Angus Disability Forum e.g. with Sustrans.

Groups consulted with via community planning

COSLA, The Improvement Service, SCEN

Partner organisations such as Police Scotland (Gender Based Violence, Hate Incident reporting), NHS Tayside (Translation & Interpretation, Covid 19 etc), AHSCP (e.g. See Hear for sensory issues), Angus Violence Against Women & Girls Partnership.

Other (general information as appropriate).

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? No, although data and evidence relating to equalities is constantly changing and being updated.

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

The Equalities Mainstreaming Report and Equality Outcomes progress update is inclusive of all protected characteristics, and of some socio-economic impacts. There is a focus on achieving positive impacts, as we aim to improve equality for our citizens and staff. However, there are neutral impacts on some protected characteristic groups, where there are no specific actions or Outcomes for that protected characteristic group, but rather they are included within positive actions/Outcomes for a wider range of people where something affects several protected characteristics, i.e. where more than one protected characteristic group may be impacted upon in any one Outcome. The type of impact depends on the nature of the Outcome, or evidence/data collected, and all protected characteristics will have a positive or neutral impact across the spectrum of our Outcomes. No negative impacts have been identified.

Age

Impact Positive, a number of Outcomes target, in particular, young people and older people, e.g. education-related outcomes, the Rights of the Child, The Promise, travel, tackling financial scams etc.

Disability

Impact Positive e.g. improvements made for British Sign Language (BSL) users, positive involvement with Spaces for All, initiatives such as Life in Lockdown book for those with dementia, a focus on health and wellbeing for staff, schools and the community, the successes with the Long Term Unemployed for those with disabilities (as well as others) etc.

Gender reassignment

Impact Positive, raising awareness of gender reassignment via training sessions for staff is planned for 2023-2024. Inclusion in LGBTI+ initiatives such as Rights Respecting Schools etc.

Marriage and Civil Partnership

Impact Neutral – There are no specific actions relating to marriage and civil partnership.

Pregnancy/Maternity

Impact Positive – flexible working, Guaranteed Job interview for carers, Infertility policy introduced.

Race - (includes Gypsy Travellers)

Impact Positive – work being undertaken re Syrian refugees, and Ukrainians through housing in particular. Providing for a sharp increase in English for Speakers of Other Languages (ESOL) classes. Tackling hate incidents – although small numbers in Angus, they are predominantly race based. Reviewing the Unauthorised Encampments Policy regarding Gypsy Travellers.

Religion or Belief

Impact Neutral – There are no specific actions or Outcomes relating to religion or belief, but Holocaust Memorial Day is promoted annually.

Sex

Impact Positive – tackling gender based violence, including yearly 16 Days of Action, 'Ask for Angela' via the Licensing Board, period poverty, menopause policy introduced. Action to tackle family poverty has a greater positive impact on women: women, including those at work, often go without food and other necessities to provide for their children (Close the Gap). Equal Pay Statement reviewed.

Sexual orientation

Impact Positive – actions in schools re Rights Respecting Schools, support groups awareness raising.

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

A wide range of people and organisations have been consulted through equality fora, partnerships, engagement events, community planning etc.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

The essence of the Equality Outcomes is to take action to remove or reduce the negative impacts of inequality.

Step 10: If a potentially negative impact has been identified, please state below the justification.

N/A, the Equalities Mainstreaming Report and Outcomes are overwhelmingly positive in order to tackle inequalities wherever possible.

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

The purpose of mainstreaming equalities, and identifying equality outcomes, is to address and progress all these three parts of the public sector equality duty, as detailed in these documents.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

All actions identified in the Equality Outcomes are a means of advancing equalities, from increasing pupil attainment to reducing poverty, from improving mental health and wellbeing to tackling gender-based violence etc. In the Equality Outcomes it states in each what we will do in the next 3 years, and these actions will advance equalities for each Outcome.

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to strategies which are key, high-level decisions. If your proposal is not a strategy, please leave this Step blank, and go to Step 14.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

As part of the Equality Outcomes and Mainstreaming Report 2021-2023 we have identified a series of indicators to monitor progress and give a baseline to local challenges. These are also monitored through the Council plan to ensure consistency:-

- The largest falls in poverty rates seen in the past 20 years have been among the older population and children. But despite improvements over time, children remain the most at-risk group in terms of poverty, with rates far above average, followed by working-age adults with children.

- Child poverty can undermine the health, wellbeing and educational attainment of the children who experience it. A 2019 study found that child poverty in the UK was costing at least £29 billion a year. This has been further explored as part of the Child Poverty Working Group where equalities is a key part.
- Data for the period 2021/22 highlights an increase in poverty across Scotland. In Angus there have been increases in workless households, unemployment and referrals for food banks. The Service Design process has put in place improvement actions to support this.
- The Scottish Government's current programme of building 50,000 affordable homes with 35,000 for social rents is a direct response to tackle poverty and reduce inequalities. In Angus the new Housing Strategy aims to support local people and puts poverty at the heart of key actions.
- In Scotland, around 7 in 10 children living in poverty live in a household where at least one adult is working, and 10% of children are living in persistent poverty.
- The Scottish Government published Every child, every chance (the Tackling Child Poverty Delivery Plan) (Scottish Government, 2018). In its first annual progress report on the plan, the Scottish Government (2019) acknowledged that it is still early days but most of the actions set out in the plan have been carried out or are in progress.
- Working-age people without children have not seen much change in their poverty rate over time. The poverty rate for this group tends to be lower than for other sections of the population, but there are notable exceptions – demonstrated by the high rates of destitution for single men under the age of 25.

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

A geographic breakdown of inequalities linked to our population's ethnic breakdown – Through ongoing engagement work we will aim to increase opportunities to engage with this group.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with low or no wealth as it includes Council interventions to maximise income through employability programmes and business support.

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with material deprivation as it includes Council interventions to maximise income through support with social

security benefits and access to services. A lot of this is available in the Community plan. https://www.angus.gov.uk/community_empowerment/planning_for_the_future/planning_for_the_future_of_angus/angus_community_plan_2022_to_2030

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

Impact

Positive impact – Throughout the Equality Outcomes and Mainstreaming Report 2021-2023 are a number of outcomes to improve access to services this may not always be through Council interventions but through partnership working and community wealth building. An example of this recently has been seen with the Cost of Living Roadshows.

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with deprived due to their background as it includes interventions to maximise income through the drivers of poverty, specifically around increasing income from employment, social security benefits and in kind.

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Please see the following local plans which outline a series of activity to reduce socio-economic disadvantage/inequalities of outcome:-

Child Poverty Local Action Report action plan <http://bit.ly/2T4V26I>

Angus Council Plan 2023 – 2028 -

https://www.angus.gov.uk/council_and_democracy/council_information/plans_policies_and_strategies/council_plan_2022_to_2025

Angus Community Plan 2022 – 2030 -

https://www.angus.gov.uk/community_empowerment/planning_for_the_future/planning_for_the_future_of_angus/angus_community_plan_2022_to_2030

Angus Council Finance and Change Plan -

https://www.angus.gov.uk/committees/angus_council_special/angus_council_special_2_march_2023

Angus Council Budget Setting -

https://www.angus.gov.uk/committees/angus_council_special/angus_council_special_2_march_2023

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

The EIA/FSD Assessment will be reviewed as developments progress in the equalities' arena, in line with legislative requirements, but within two years at most.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

Alongside the committee report.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Doreen Phillips, Senior Practitioner (Equalities) 28/03/23

Reviewed by: Doreen Phillips, Senior Practitioner (Equalities) 28/03/23

Approved by: Sharon Faulkner, Director of HR, OD, Digital Enablement, IT & Business Support 29/03/23
